

Job Description

		People Team use only	JE Code: A4669 / A4670
Job title	Social Worker		
Grade	9/10		
Service and team	Children’s Social care, Cared for Team		
Directorate	Children Young People and Learning		
Line manager	Stephanie Gardner/Ian Rossiter		
People management responsibilities	0		
Job Purpose			
Qualified and registered Social Workers in the Cared For teams provide a statutory social work service to our cared for children in North Tyneside. With the advice, support and guidance of a Team Manager and/or Practice Manager, they provide a comprehensive service to children in our care using our chosen model of practice, Signs of Safety, and ensuring the best outcomes. Our Practice Standards are in line with the Professional Capabilities Framework and the Post Qualification Improvement Standards Knowledge and Skills Statement.			
What you’ll be doing			
You will be undertaking the full range of duties in relation to our children in care and Local Authority social work statutory responsibilities, managing a statutory caseload relevant to your skills and experience in accordance with statutory frameworks provided in Care Planning Regulations, the Children Act and Working Together. You will be able to work under pressure with competing demands and make effective use of supervision, working as a valued member of a team You will develop an empathic understanding of the child’s lived experience and their journey in care being able to convey the views and feelings of the child through high quality practice skills in communicating with children, assessment, planning, implementation and review. You will be able to undertake high quality assessments, which are child centred involving both children and their families to capture their voice and lived experience, focused on the outcomes for children, are holistic in approach identifying both strengths and difficulties, are multi agency and multi-disciplinary and lead to action and the provision of services to address identified needs. You will have knowledge and understanding of Corporate Parenting and how these impacts on a child. You will be able to challenge robustly when services do not provide the best outcomes			

for our children. You will undertake training in and apply evidence-based practice to help the child overcome adverse experiences, leading to improved outcomes and a brighter future

You will work collaboratively and positively with other practitioners and partner agencies, taking account of different professional perspectives, in order to develop an accurate understanding of the child's needs, risks and the resources available to support them.

You will understand what is expected of you, especially through practice quality standards for different aspects of the role. You will fulfil all the requirements of registration with Social Work England in relation to personal conduct and fitness to practice. You will maintain an up-to-date knowledge of social work practice which will include undertaking the necessary PQ awards, participating in training, supervision, group supervision and team meetings. You will take personal responsibility for your own continuous professional development essential for the delivery of the high standard of service that the families of North Tyneside should expect.

You will be able to demonstrate consistently good performance and engage positively in reflective supervision, case audit and annual appraisal, using performance management as a means of identifying and learning in practice.

Other duties as appropriate to the grade of the post.

Social Worker Grades

Grade 9

Grade 9 status is offered to our Newly Qualified Social Workers (NQSWs), who will be supported to engage in and complete the Assessed and Supported Year of Employment. This programme is delivered in-house and is compliant with standards set by the Skills for Care Council. The ASYE programme offers structured additional support and development activities to Social Workers throughout the first year of qualified Social Work practice. NQSWs completing their ASYE programme will have structured assessment of their practice undertaken by their line manager at regular intervals with constructive feedback provided to support them in building a solid foundation of excellent Social Work practice. During their time within the ASYE programme NQSWs will have hold fewer complex caseloads and will benefit from protected development time as part of their working week. Following successful completion of the ASYE programme, social workers will develop their skills, knowledge and experience and work towards progression to Grade 10.

Grade 10

Grade 10 will be awarded to our Social Workers who have 3 years post qualifying experience in statutory social care practice. They will assist Team Managers and Practice Managers to role model high standards of practice with children and families. They will be responsible for the more complex caseloads, including court proceedings and be expected to have increased autonomy in their practice, whilst still benefiting from advice, support and guidance from their Team Managers. There is a requirement that Grade 10 Social Workers will have successfully completed additional post qualification coursework and be able to evidence their practice is at this higher level via interview (or internal progression panel for current staff wishing to move from Grade 9 to 10). Grade 10 Social Workers will also support the practice of unqualified staff and less experienced staff through advice and guidance. Grade 10 Social Workers will support student and trainee social workers on placement across the service and will be offered the opportunity to achieve their Practice Education qualification.

You need to have		How we will assess these
Knowledge	Demonstrable knowledge and practice skills in working with vulnerable children, young people and their families A sound knowledge of legislation and statutory guidance relating to children and families. An accurate understanding of the role, function and accountabilities of a local authority social worker with children and families. An applied understanding of equalities and diversity including cultural competence. A good understanding of the main risks to a child's welfare, development and safety, along with a working knowledge about how to reduce those risks. A working knowledge of Care Planning, reviewing and assessing of children, and parents' capacity to care for their children.	Application form and Interview/Presentation

	Understanding of the importance of Corporate parenting for cared for children. Working knowledge of transition planning for children moving into adulthood.	
Qualifications, training and professional registrations	Social Work Degree or relevant Social Work Qualification Current registration with Social Work England.	Application form and certificates
Skills and experience	Ability to engage positively with children and young people and families, gaining their trust and confidence. Ability to undertake statutory social work assessments and reviews of need, risks, strengths, produce a sound analysis and translate that analysis into a coherent plan to improve the child's outcomes. Ability to communicate effectively and to write coherent reports, including reports for statutory panels and Court. Ability to work together, in partnership with other professionals and agencies. Ability to facilitate multi-disciplinary groups, including professionals' meetings, strategy meetings and core groups. Ability to represent the Service and Council effectively in a range of multi-professional settings, including the Family Courts, Child Protection Conferences and Child in Care Reviews. Ability to demonstrate calmness and resilience under pressure and to manage the stress of working with children subject to neglect and abuse.	Application form and Interview

It would be nice if you also have		How we will assess these
Knowledge	Knowledge of Signs of Safety and Signs of Success and its application in Statutory social work for cared for children.	Interview
Qualifications, training and professional registrations	Post qualifying training Practice Educator Award	Certificates and Application form
Skills and experience	Previous experience of working with Cared For children. Clean driving licence	
Other information about the job		
Working Conditions	Office and community work	
Working Requirements and Arrangements	37 hours weekly	
Physical Requirements		
DBS and Safeguarding Checks required	Full DBS	
Politically Restricted	This post is not politically restricted under the Local Government and Housing Act 1989.	
Please note: if you use your own vehicle for business, you must have a valid driving licence, MOT, and business use insurance.		

Our Values
We Listen We Care We Are Ambitious We Are Good Value for Money
Equality, Diversity and Inclusion
We treat our colleagues, residents and service users with dignity and respect, value differences, and challenge discrimination. We build inclusive teams and encourage diverse voices to shape our work.
Corporate Parenting
We all share responsibility for supporting children in our care – acting in their best interests as any parent would. This is known as corporate parenting and covers anyone working for the Local Authority no matter what their job role is. We promote safeguarding and report concerns appropriately.
Climate Change

We are reducing our carbon footprint by using less energy, travelling smarter, and recycling more. We welcome innovation that makes our services more sustainable.